

## WDRB-TV/WFTE-TV

### ANNUAL EEO PUBLIC FILE REPORT

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This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV, Louisville, KY and WFTE-TV, Salem, IN. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2003 to and including March 31, 2004.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WFTE-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@fox41.com](mailto:humanresources@fox41.com).

It is the policy of WDRB-TV and WFTE-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

## WDRB-TV/WFTE-TV

### APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2003 TO MARCH 31, 2004

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Station(s) Comprising Station Employment Unit: WDRB-TV and WFTE-TV

#### Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of open position.)	RS Notified	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. Traffic Log Coordinator 2/20/03	2-20, 22, 23, 27,32	Courier Journal	9
2. Production Manager 5/13/03	2-20, 22, 30, 32	Employee Referral	7
3. News Photographer 6/16/03	2-20, 23-25, 28,32	Fox41.com Website	3
4. Building Maintenance 6/25/03	2-20, 22, 32	Employee Referral	3
5. Weekend Reporter 7/1/03	2-20, 23-25, 32	tvjobs.com	3
6. Account Executive 8/4/03	2-22, 26, 32	Employee Referral	1
7. General Assignment Reporter 7/17/03	2-20, 23-25, 32	tvjobs.com	3
8. Morning Show Producer 8/6/03	2-21, 25, 32	Employee Referral/fox41.com	1
9. Traffic Log Coordinator #2 5/9/03	2-20, 22, 32	Employee Referral	1
10. Graphic Designer 9/17/03	2-22, 26, 32, 33	Louisville Ad Fed/Job Shop Link	8
11. Assistant Producer 9/24/03	2-21, 32	Fox41.com/Employee Referral	1
12. Morning Producer #2 9/24/03	2-21, 23, 32	tvjobs.com	5
13. Assignment Editor 9/24/03	2-21, 32	Fox41.com	4
14. Anchor/Reporter 9/24/03	2-23, 32	tvjobs.com	3
15. News Photographer #2 1/7/04	1-23, 28-29, 32	B-Roll.net	3
16. National Sales Coordinator 11/13/03	2-22, 26, 32	Employee Referral	11
17. General Assign. Reporter #2 2/3/04	1-21, 23, 29, 31, 32	tvjobs.com	5

**Total Number of Persons Interviewed During Applicable Period:**

**71**

*Note: Some candidates viewed a position on the Fox 41 website and were acquainted with a current employee who also referred them to us. Thus, some of the positions listed above may have two referral sources listed.*

## Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2003-MARCH 31, 2004</u>
	* Entitled to receive notification of job openings	
*1	Iverson Warinner Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	
*2	Mrs. Booker AARP 600 W. Cedar Street Louisville, KY 40203 (502)584-0309	
3	Milton Finger Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
4	KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	2
*5	I.D.E.T.S. Indiana State Employment Services P.O. Box 1287 New Albany, IN 47151-1287 (812)948-6102	
6	Richard Brooks Career Develop. Center/Skills Bank Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
*7	University of Louisville Office, Placement & Coop. Education Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	

- \*8 Community Action Agency  
Jeannie Gough  
P.O. Box 2197  
Louisville, KY 40201-2197  
(502)574-1157
- 9 Ann Zeman  
Bellarmine College  
2001 Newburg Road  
Louisville, KY 40205-0671  
(502)452-8000
- \*10 Debbie Chandler  
KY Dept. of Vocational Rehab.  
200 Juneau Dr., Suite 2  
Louisville, KY 40243  
(502)254-3195
- 11 Jeanette Carroll  
Neighborhood Place  
4401 Rangeland Road  
Louisville, KY 40219  
(502)962-3160
- 12 Jo Frye  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6507
- \*13 Debra Eberle or Lynn Prinz  
Indiana University Southeast  
4201 Grantline Road  
New Albany, IN 47150  
(812)941-2265
- 14 Mary Fewell  
AD2 Job Bank  
3400 Robards Court  
Louisville, KY 40218
- 15 Melvin Turner  
Minority Affairs Services Bldg.  
University of Louisville  
Louisville, KY 40292  
(502)852-5555
- \*16 Sharon B.C. Foster  
Center for Women & Families  
226 West Breckinridge Street  
Louisville, KY 40201

	(502)753-3204	
17	Sherman Bush Jefferson Community College 109 East Broadway Louisville, KY 40202 (502)584-2327	
18	Sherry Klein Sullivan College 3101 Bardstown Road Louisville, KY 40205 (502)456-6504	
*19	Jennifer Harris Lincoln Foundation 233 West Broadway, Suite 400 Louisville, KY 40202 (502)585-4733	
20	Fox41.com 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502)584-6441	13
21	Employmentguide.com 5301 Robin Hood Rd. Norfolk, VA 23513 (877)876-4039	
22	WDRB-TV Employee/Client Referrals	14
23	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	18
24	RTNDA.com	
25	Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 (800)237-8073	
26	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	4

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| 27  | Mike Cotton<br>Courier Journal<br>P.O. Box 740031<br>Louisville, KY 40201-7431<br>(502)582-2211                                   | 4 |
| 28  | B-Roll.net  | 1 |
| 29  | TVSpy.com<br>150 W. 22nd St., 5th Floor<br>New York, NY 10011   |   |
| 30  | Television Week (Electronic Media)<br>1155 Gratiot Ave.<br>Detroit, MI 48207<br>(323)370-2415                                     | 6 |
| 31  | NABJ<br>Boxwood Technology<br>billing@boxwoodtech.com   |   |
| 32  | WDRB-TV In-House Employees  | 7 |
| 33  | Louisville Technical Institute<br>3901 Atkinson Square Dr.<br>Louisville, KY 40205<br>(502)456-6509                               | 2 |
| 34  | Spots-n-Dots & spotsndots.com<br>167 Oakdale Rd.<br>Johnson City, NY 13790<br>(888)8842630  |   |
| *35 | Harbor House-Brenda Tierney or Kay Dalton<br>2231 Lower Hunters Trace<br>Louisville, KY 40216<br>(502)719-0072                    |   |
| 36  | Center for Corporate Financial Leadership<br>ccflinfo.org<br>550 W. Jackson, Suite 900<br>Chicago, IL 60661-5716<br>(312)601-4601 |   |
| *37 | Alice Hollins<br>National College of Business & Technology<br>4205 Dixie Highway<br>Louisville, KY 40216<br>(502)447-7634         |   |
| 38  | Scott Jones   |   |

Society of Broadcast Engineers  
[kjones@sbe.org](mailto:kjones@sbe.org)  
(317)846-9000

<b>Total Interviewees Over Reporting Period</b>	<b>71</b>
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**WDRB-TV/WFTE-TV**

**APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM APRIL 1, 2003 TO MARCH 31, 2004**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WFTE-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WFTE-TV

<b><u>DATE</u></b>	<b><u>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</u></b>
4/1/03 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism or Communications receive credit hours for training.
4/1/03 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in.
3/17/04	Louisville Urban League Job Fair. Set up a booth at the job fair to recruit applicants.